

CG-13-01

CONSIDERATION OF OTHERS PROGRAM

Physical and cultural changes in our Army have created and will continue to create pressures and stresses on soldiers and civilian employees. While the constants of values and traditions throughout our Army's history have sustained it, the threat of change makes it essential that the Army have a program to foster and strengthen the installation climate within each directorate, reinforcing the importance of trust, teamwork, dignity, and respect for others. The Consideration of Others (CO2) Program provides a tool for us to build and maintain a value-based Army. I fully endorse Major General John J. Marcello's Commander' Policy Memorandum #2 – Consideration of Others (CO2) Program dated 1 October 2001. I am committed to ensuring each member of the work force is treated with the dignity and respect the CO2 program fosters.

It is incumbent upon each of us to encourage a positive climate, eliminate all forms of harassment and discrimination, and develop a culture in which we treat one another with dignity and respect. If we are to assimilate Consideration of Others as an organizational value and internalize it on an individual basis, we must also institutionalize it through an educational program. That program gets its strength from a focus on small group discussions. For the program to be effective, we must each buy into the concept and not tolerate violations. When incidents occur, immediate corrective action must be taken.

I consider our soldiers and employees to be our most important resource. Consideration of others is an essential ingredient in our work ethic. It is integral to the trust and cohesion manifested by successful organizations.

This guidance supersedes CG-07-00.

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Commanding

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